

Appendix 2

Equality Impact Assessment

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

The Council has also decided to treat people who have care experience as if they had a protected characteristic under the law.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Chief Executive's	Title of the Lead Officer responsible for EIA	Chief Executive
Name of the policy or function to be assessed:		Corporate Plan	
Title of the Officer undertaking the assessment:		Chief Executive	
Is this a new or an existing policy or function?			
<p>1. What are the aims and objectives of the policy or function? Identify the vision priorities and objectives of the council for the next 5 years</p> <p>Vision</p> <p><i>"A greener, safer, healthier Borough, where everyone prospers".</i></p> <p>Housing</p> <p>AIM: A good quality home for everyone</p> <p>Objectives</p> <p>Build more houses, more quickly on under used or derelict land.</p> <ul style="list-style-type: none"> • Implement our Housebuilding delivery plan by building new, affordable, safe and energy efficient lifetime council homes for local people. • Review and refresh the Housebuilding plan with new sites on which to build Council houses and acquisitions of already built homes to add to the Council's housing stock. <p>Invest to ensure our homes are safe and more energy efficient.</p> <ul style="list-style-type: none"> • Fully implement improvements to housing repairs to ensure timely responses to customer queries; high quality record keeping; full compliance with legal and regulatory standards, and high satisfaction rates. • Agree and implement a plan to improve the energy efficiency of Council housing 			

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<ul style="list-style-type: none"> • Support private home owners and private tenants to improve the energy efficiency of their homes. <p>Regulate housing effectively and respond to housing needs.</p> <ul style="list-style-type: none"> • Develop through co-production with relevant stakeholders and tenants, a new Housing strategy which identifies and responds to housing need throughout Broxtowe • Strengthen regulatory enforcement of private sector housing • Actively manage the provision of student accommodation through working with partners to agree a new student accommodation strategy and explore greater regulation of student housing • Prevent homelessness and help people to be financially secure and independent. <p>Business Growth</p> <p>AIM: Invest in our towns and our people</p> <p>Objectives</p> <p>Develop and Implement Area Regeneration</p> <ul style="list-style-type: none"> • Attract regeneration resources to implement development plans for Eastwood • Implement Towns fund and levelling up plans for Stapleford and Kimberley • Continue to support growth and business prosperity in key development sites across the borough, including investment in Beeston, Toton and A610. Cabinet 5 December 2023 <p>Support Business Employment and Skills</p> <ul style="list-style-type: none"> • Help increase the employment rate by supporting employment initiatives and the growth of apprenticeships • Support for people to gain the skills they require, including the use of UK Shared Prosperity funds and partnership initiatives • Help for businesses to grow, flourish and invest in Broxtowe. <p>Environment</p> <p>AIM: Protect the environment for the future</p> <p>Objectives</p>			

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<p>Reduce carbon emissions and improve air quality</p> <ul style="list-style-type: none"> • Increase the number of environment engagement events • Work with stakeholders to create climate resilience against extreme weather events e.g. flooding and heavy rainfall through measures such as sustainable urban drainage schemes. <p>Continue to invest in our parks and open spaces.</p> <ul style="list-style-type: none"> • Develop a programme of investment for our parks and open spaces, including for example accessible facilities, litter bins, picnic tables, signage, and enhanced bike trails • Enhance our blue and green corridors. <p>Reduce the amount of waste disposed of in the black- lidded bin and increase recycling and composting</p> <ul style="list-style-type: none"> • Facilitate re-use, mend and swap schemes • Increase participation in areas where recycling is currently low • Promote opportunities for recycling for items not currently collected from the kerbside • Improve enforcement against fly tipping and littering. <p>Community safety</p> <p>AIM: A safe place for everyone</p> <p>Objectives</p> <p>Reduce anti-social behaviour</p> <ul style="list-style-type: none"> • Refresh and implement an anti-social behaviour policy and action plan including reducing nuisance experienced through dangerous car cruising, irresponsible e-scooter and anti-social off road activity. <p>Improve public safety</p> <ul style="list-style-type: none"> • Work with partners to reduce violent crime including knife crime • Improve safety for women and girls • Work with partners to reduce shoplifting and abuse experienced by retail employees • Improve cycle security infrastructure • Work with partners to reduce domestic violence and support victims. <p>Drug and alcohol use</p>			

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<p>• Develop through co-production with stakeholders and people with lived experience, a drug and alcohol strategy, and implement it in order to reduce the harms of illegal drug taking and dealing; the illegal use of other substances such as nitrous oxide, and harmful alcohol consumption.</p> <p>Leisure and Health</p> <p>AIM: Healthy and supported Communities</p> <p>Objectives</p> <p>Promote active and healthy lifestyles in every area of Broxtowe.</p> <ul style="list-style-type: none"> • Work with partners to develop positive programmes of activities with and for young people, and inclusive events to promote and enrich community life • Develop and start the implementation of a new Public Toilet strategy to renew and improve these facilities <p>Develop plans to renew our leisure facilities in Broxtowe.</p> <ul style="list-style-type: none"> • Develop an affordable plan and attract resources to build a new leisure centre in Bramcote • Develop a plan for the future provision of leisure services in the North of Broxtowe • Consider supporting the provision of discounted access to leisure facilities for Carers. <p>Support people to live well with dementia and support those who are lonely or have mental health issues.</p> <ul style="list-style-type: none"> • Support the development of new doctor's surgery facilities in Beeston and Eastwood • Support the development of community support for people with mental health issues and for people living with dementia and their carers through Durban House in Eastwood • Support memory cafés in Broxtowe. <p>Communication and engagement Improve the way in which we listen to and engage with residents</p> <ul style="list-style-type: none"> • Improve the ease with which people can contact the council • Improve how we listen to people and how we demonstrate we respond • Involve people more in shaping and designing services and strategies 			

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<ul style="list-style-type: none"> • Improve our understanding of the needs of people who are least often heard, particularly people who live in more deprived areas and those who experience poorer health and wellbeing and employment outcomes. 			
<p>2. What outcomes do you want to achieve from the policy or function?</p> <p>Set out in paragraph 6 of the corporate plan "Measuring impact"</p>			
<p>3. Who is intended to benefit from the policy or function?</p> <p>Residents of Broxtowe, businesses of Broxtowe, visitors to Broxtowe</p>			
<p>4. Who are the main stakeholders in relation to the policy or function?</p> <p>Residents of Broxtowe employees of Broxtowe. Significant partners such as other local authorities; Police, PCC, Probation Health partners, voluntary sector agencies especially CAB tenants of Broxtowe's social housing Other registered social landlords and private sector landlords in Broxtowe. Key wildlife bodies, especially Notts Wildlife Trust and other active bodies working to improve the environment Businesses located in Broxtowe and their employees Universities and FE Colleges, schools The Council's wholly owned company delivering leisure services – Leisure Ltd.</p>			
<p>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</p> <p>General population stats relating to equality characteristics – census data profile of our tenants including people with disabilities; data relating to the condition of our housing assets- in as much as properties are specialised or adapted for particular occupation purposes; Complaints – profiles relating to equality strands in as much as data is completed by tenants Planning – EIAs conducted relating to planning policies and Core strategy policies employee data – see workforce profile</p>			

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<p>Environment: Broxtowe standard – surveys and consultations regarding parks and open spaces regarding facilities in parks to service the needs of all populations especially people with disabilities</p> <p>Leisure: profile of leisure users and memberships</p> <p>Health – information relating to health inequalities through joint strategic needs assessments</p> <p>community safety: hate crime data</p> <p>Business growth: information to skills levels in different parts of Broxtowe</p>			
<p>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</p> <p>Data collected through the survey referred to in the corporate plan report which includes reference to all key priorities and results can be analysed with reference to protected characteristic groups if information supplied</p> <p>Housing tenant satisfaction measures- can highlight views of protected characteristic groups</p> <p>Annual budget survey</p> <p>Complaints satisfaction survey</p> <p>Annual employee survey</p> <p>Serious violence survey – consultation with young people</p> <p>Consultations relating to community governance review</p> <p>Consultations relating to planning policy</p>			
<p>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?</p> <p>Older residents and tenants are most satisfied</p> <p>Disabled residents and tenants are less satisfied than the general population generally, people of diverse backgrounds get along with each other well</p> <p>The population and the workforce is increasingly diverse as immigration impacts</p>			
<p>8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:</p>			

- Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?**

The priorities of the corporate plan and the objectives are intended to positively benefit some protected characteristic groups – for example elderly and disabled people by ensuring that accommodation suitable for their needs is provided. Positive action is planned to ensure women and girls are safer in public spaces and places. The priorities and objectives of the corporate plan do not exclude particular characteristic groups.

- Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?**

- Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?**

Particular efforts need to be made to reach people who have certain characteristics – for example people with learning disabilities; people with mental health problems; people living with dementia and their carers; people who cannot speak English; people who are housebound; digitally excluded people; people for whom poor public transport can present barriers to work and leisure

- Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?**

The objective relating to “Work with partners to develop positive programmes of activities with and for young people, and inclusive events to promote and enrich community life” has this positive potential

- What further evidence is needed to understand the impact on equality?**

- 9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?**

Age: investigate and understand the reasons for the different levels of satisfaction between older and younger people

Disability: Investigate views of people with disabilities as Council tenants with regard to improving their experience

Continue to work with the Disability forum to ensure more new policy is co-produced with people with disabilities

Gender: continue to work to reduce pay inequality. Safety for women and girls will be incorporated into corporate plan objectives

Gender Reassignment: Monitor any trends in census data to be aware of trends

Marriage and Civil Partnership:

Monitor any trends in census data to be aware of trends

Pregnancy and Maternity:

Smoking in pregnancy rates in Broxtowe are higher than they could be so this is an area to try to influence.

Monitor enquiry into maternity care in Nottingham Hospitals to pick up any lessons local authority partners can respond to improve support and in pregnancy.

Race:

Continue to promote hate crime reporting and consult with our diverse community to ensure their views and experiences are being heard and responded to

Religion and Belief:

Continue to promote hate crime reporting and consult with our diverse community to ensure their views and experiences are being heard and responded to

Sexual Orientation:

Continue to promote hate crime reporting and consult with our diverse community to ensure their views and experiences are being heard and responded to

Care Experience:

Develop our knowledge of people with care experience , support work experience and skill development as a corporate parent; support employees who have care experience or who are foster parents.

Chief Executive: Ruth Hyde

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

Signature:



REFERENCE